

# CITY OF DETROIT FISCAL 2004/05 BUDGET

## AGENCY 29 HUMAN RIGHTS

### MISSION

The mission of the Human Rights Department is to remove discriminatory barriers through innovative, high quality, customer-driven programs, that foster economic opportunity and empowerment and benefit Detroit residents.

### DESCRIPTION

Human Rights monitors equal opportunity business development and addresses discrimination complaints. Human Rights certifies Detroit-headquartered (DHB), Detroit-based (DBB), Detroit-small (DSB), and Minority-owned and Women-owned Businesses (M/WBE) under Executive Order No. 2003-3, 2003-4, and 2003-5. The Department monitors construction worker hours under Executive Order No. 22 (Employment of Local Labor on Publicly Funded Construction Projects). Based on Article 27 of the City's Code, Human Rights certifies and or accepts for investigation complaints by residents and visitors to Detroit, alleging discrimination. The department is responsible for the monitoring of vender workforces for companies seeking City contract awards or tax abatement relief to ensure equitable representation of minorities and females consistent with local, state and federal equal employment opportunity policies (EEO compliance). The department is also responsible for monitoring specific economic development aspects of voluntary agreements with private developers. For private developers receiving obsolete property tax abatements under Public Act 146, the department monitors vendor workforces construction worker hours, and certified business use. The department also administers the computerized Contract Information Tracking System (CITS) that tracks the use of certified business by departments based on contract dollars awarded and relates directly to Executive Order No. 2003-04 compliance.

### GOALS

1. Establish, promote, and facilitate partnerships by creating linkages between the activities of this agency and the needs of our customer base - the residents, businesses and visitors to Detroit.
2. Maximize Detroit residents, minorities and female participation on publicly funded construction projects by proactively monitoring hiring practices.
3. Create a business environment that fosters economic development and provides growth opportunities for Detroit based, Small, Minority-owned and Women-owned Business Enterprises.
4. Design, implement and manage a comprehensive violation complaint program addressing discrimination and harassment; and manage the investigation and evaluation of employment practices of potential City of Detroit vendors.

### DEPARTMENTAL FINANCIAL INFORMATION

	GENERAL FUND	TOTAL
EXPENDITURES	\$2,193,726	\$2,193,726
REVENUES	<u>61,200</u>	<u>61,200</u>
NET TAX COST	\$2,132,526	\$2,132,526
POSITIONS	23	23